

Iowa Communications Network Facts - FY06

http://www.icn.state.ia.us/



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319

Contact Information

Email Address

Director: John P. Gillispie	john.gillispie@icn.state.ia.us
Management Liaison: Kevin Heinzeroth	kevin.heinzeroth@iowa.gov
Personnel Assistant: Pam Broyles	pam.broyles@icn.state.ia.us
HRE Personnel Officer: Vickie Anderson	vickie.anderson@iowa.gov
HRE Benefits Specialist: Lorie Murray	lorie.murray@iowa.gov
HRE Employment Specialist: David Wiedemeier	david.wiedemeier@iowa.gov
HRE Workers' Compensation Specialist: Ed Holland	ed.holland@iowa.gov

Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 80	# PT EEs: 0	# Temporary EEs: 1	Avg. Length of Service: 9.51
Span of Control: 8.67	% Performance Evaluations Completed: 96.05%		Total Unemployment Insurance Claims: 2
Age Groups: <div> <div><25</div> <div>1</div> </div> <div> <div>25-34</div> <div>9</div> </div> <div> <div>35-44</div> <div>27</div> </div> <div> <div>45-54</div> <div>28</div> </div> <div> <div>55-64</div> <div>14</div> </div> <div> <div>65+</div> <div>1</div> </div>	# of Females: 28 % of WF: 35.00%	# of Minorities: 5 % of WF: 6.25%	# of Persons With Disabilities: 2 % of WF: 2.50%
	# of Males: 52 % of WF: 65.00%	# of Non-minorities: 75 % of WF: 93.75%	# of Persons With Non-Disabilities: 78 % of WF: 97.50%
	Average Age: 46.01		
Officials/Administrators EEO Category 1: 20	Professionals EEO Category 2: 48	Technicians EEO Category 3: 7	Protective Service EEO Category 4: 0
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0
Separation Rate: 18.82%	Hire Rate: 7.06%	Number Hires: 5	Transfer In: 1
Retirements: 6	All Terminations: 1	Voluntary Quits: 5	Transfer Out: 4
# of Classes Used: 35	Most Populous Classes: Telecommunications Engineer Sr. (8), Tele. Spec. Sr. (6), Tele. Technology Enterprise Expert (6)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$90,462.84	Sick Leave Payouts: \$13,100.51	Annual Payroll: \$5,760,242.93	Avg. Base Salary: \$64,849.00	Overtime Days Used: 209.3
Overtime Cost: \$61,161.82	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$0.00	Retention Pay: \$0.00	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$3,598.31	Vacation Pay - Earned Value: \$408,013.40	Vacation Days Earned: 1,719.5	Vacation Used Expense: \$375,982.04	Vacation Days Taken: 1,498.1
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,557.3 Sick Leave -Earned Value: \$375,239.07	Reg. Sick Leave Used Expense: \$172,222.22 Converted Sick Leave To Vacation Days Used: 426.0	Reg. Sick Leave Days Used: 866.1 Avg. Sick Leave Days Per EE: 10.83	Converted Sick Leave To Vacation Used Expense: \$117,812.28
Injury Leave Used Expense: \$0.00	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 3 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* (\$36,670.40)	Grievances Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$7,713.49	Funeral Days Used: 30.7	Extraordinary Pay: \$0.00		
Jury Leave Used Expense: \$353.72	Jury Leave Days Used: 1.5	Special Duty Pay: \$348.80		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: 2 Current Year (FY '07) Goal: 2 Goal Achievement (FY '06): No, 2/-3	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	PWD: Year (FY '07) RUU: 6 Current Year (FY '07) Goal: 1 Goal Achievement (FY '06): No, 1/-4
--	--	--

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006